

2004 Federal and State Payroll Taxes

FEDERAL TAXES	FUTA Federal Unemployment	FICA Social Security Tax	FICA Medicare Tax	FIT Federal Income Tax
Who Pays	Employer	Employer and Employee	Employer and Employee	Employee
Rate	0.8% *	12.4% (6.2% each)	2.9% (1.45% each)	Use Tables **
Wage Limit	\$7,000	87,900	None	None

STATE TAXES	UI Unemployment Insurance	ETT Employment Training Tax	SDI State Disability Insurance	PIT Personal Income Tax (State Income Tax)
Who Pays	Employer	Employer	Employee	Employee
Rate	3.4% ***	0.10%	1.18%	Use Tables ****
Wage Limit	\$7,000	\$7,000	\$68,829	None

*This discounted FUTA rate can be used if all UI taxes for 2004 have been paid in full by January 31, 2005 and employer has no out-of-State employees.

** Publication 15, Circular E, Employer's Tax Guide or on IRS' Web site: www.irs.gov.

*** Generally, a new employer's UI tax rate is 3.4 percent for the first three years.

****DE44, California Employer's Guide or on EDD's Web site: www.edd.ca.gov.

Important Due Dates

Federal	State	Period	Due by
Form 941	DE 6	1st Qtr. (Jan, Feb, Mar)	April 30, 2004
Form 941	DE 6	2nd Qtr. (Apr, May, Jun)	August 2, 2004
Form 941	DE 6	3rd Qtr. (Jul, Aug, Sep)	November 1, 2004
Form 941	DE 6	4th Qtr. (Oct, Nov, Dec)	January 31, 2005
Form 940	DE 7	Entire Year	January 31, 2005
Forms W-2 to employees		Entire Year	January 31, 2005
Forms W-2 and W-3 to SSA		Entire Year	February 28, 2005